

**Equality Briefing: Gender Identity & Reassignment**

Reviewed: 15 May 2015

<p><b>What is Gender Reassignment/Identity?</b></p>	<p>Gender Reassignment/Identity is a ‘<b>Protected Characteristic</b>’ of the <b>Single Equality Act (April 2010)</b>. It is an equality strand representing the different types of communities in the UK, and in many cases internationally.</p> <p><b>Gender Identity:</b></p> <ul style="list-style-type: none"> <li>• An individual’s internal self-perception of their own gender</li> <li>• A person may identify as a man or as a woman</li> </ul> <p><b>Gender Dysphoria:</b> The medical term for people who are uncomfortable with the role they are expected to fulfil because of their physical sex at birth.</p> <p><b>Transition:</b> The process of changing one’s gender role.</p> <p><b>Transsexual people:</b> Refers to a person who has the protected characteristic of gender reassignment. This may be a woman who has transitioned or is transitioning to be a man, or a man who has transitioned or is transitioning to be a woman. The law does not require a person to undergo a medical procedure to be recognised as a transsexual.</p> <p><b>Population:</b> According to the UK figures in 2009 (GIREs) approximately 1500 adults every year seek out medical advice concerning their gender identity.</p> <p>Within this growing ‘trans’ community, language used can become an issue, as different people feel comfortable with different descriptions. Glossary of the more commonly used acceptable language ‘<b>A-Z of Key Trans Terminology in use in Scotland</b>’: <a href="http://www.st-andrews.ac.uk/hr/edi/genderreassignment">www.st-andrews.ac.uk/hr/edi/genderreassignment</a></p>
<p><b>Legal protection from discrimination</b></p>	<p>Our Equality &amp; Diversity Policy embraces the <b>Equality Act (2010)</b> and the:</p> <ul style="list-style-type: none"> <li>• Sex Discrimination (Gender Reassignment) Regulations 1999 &amp; Sex Discrimination Regulations 2008</li> <li>• Gender Recognition Act 2004</li> <li>• European Convention on Human Rights</li> </ul> <p>Resulting in the following protections on grounds of gender identity:</p> <ul style="list-style-type: none"> <li>✓ Protection against discrimination, harassment and victimisation in employment.</li> <li>✓ Protection from discrimination in the provision of goods, facilities, services, education, and the exercise of public functions.</li> <li>✓ Protection from hatred: <a href="http://www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime">www.st-andrews.ac.uk/hr/edi/equalityact/hatecrime</a></li> </ul>
<p><b>Relevant awareness dates</b></p>	<p><i>Lesbian</i>  <i>Gay</i>  <i>Bi-sexual</i>  <i>Transgender</i>  <b>LGBT History Month in the UK:</b> February.  <b>International Day Against Homophobia (IDAHO) &amp; Transphobia:</b> 16/17 May.</p>

<p><b>Services available</b></p>	<p><b>University of St Andrews LGBT Alumni:</b> <a href="http://www.standrewslgbtalumni.org">www.standrewslgbtalumni.org</a></p>  <p>- LGBT Rainbow Flag image over 'Sallies Quad'.</p> <p><b>University of St Andrews LGBT Society:</b> Organised by students, open to everyone working at the University: <a href="http://www.saintslgbt.co.uk">www.saintslgbt.co.uk</a></p> <p><b>Equality Network:</b> Supporting Scottish LGBT: <a href="http://www.equality-network.org">www.equality-network.org</a></p> <p><b>Fife LGBT Community Members Forum:</b> <a href="mailto:Jodie.Fleming@lgbtyouth.org.uk">Jodie.Fleming@lgbtyouth.org.uk</a></p> <p><b>LGBT Health:</b> Advice and support for Scotland: <a href="http://www.lgbthealth.org.uk">www.lgbthealth.org.uk</a></p> <p><b>Scottish Transgender Alliance:</b> Based in Edinburgh, provides information to support transgender people in Scotland: <a href="http://www.scottishtrans.org">www.scottishtrans.org</a></p> <p><b>Transgender Zone:</b> Facilitates support forums and information for transgender people in Scotland: <a href="http://www.transgenderzone.com">www.transgenderzone.com</a></p> <p><b>Trans Men Scotland:</b> Provides self help support group for all female to male transgender people: <a href="http://www.transmenscotland.org.uk">www.transmenscotland.org.uk</a></p>
<p><b>Information on organisations that University is a network member of</b> (contact via the Head of E&amp;D):</p>	<p><b>Fife LGBT Network &amp; LGBT Scotland Youth:</b></p>  <p><a href="http://www.st-andrews.ac.uk/hr/edi/sexualorientation/charter">www.st-andrews.ac.uk/hr/edi/sexualorientation/charter</a></p> <p><b>Fife Equalities Participation Network:</b> <a href="http://www.fifedirect.org.uk">www.fifedirect.org.uk</a></p>  <p><b>Stonewall Scotland:</b></p>  <p><b>DIVERSITY CHAMPION</b> <a href="http://www.st-andrews.ac.uk/hr/edi/sexualorientation/stonewall">www.st-andrews.ac.uk/hr/edi/sexualorientation/stonewall</a></p> <p><b>Equality Challenge Unit &amp; Scottish Funding Council :</b> <a href="http://www.ecu.ac.uk/practitioner-networks/scotland/scottish-liason-group">www.ecu.ac.uk/practitioner-networks/scotland/scottish-liason-group</a></p> <p><b>Government Equalities Office:</b> <a href="http://homeoffice.gov.uk/equalities">http://homeoffice.gov.uk/equalities</a></p>

**Have your say:** For advice please contact Sukhi Bains, HR E&D Officer as the Head of E&D:

Email: [diversity@st-andrews.ac.uk](mailto:diversity@st-andrews.ac.uk) Webpage: [www.st-andrews.ac.uk/hr/edi/genderreassignment](http://www.st-andrews.ac.uk/hr/edi/genderreassignment)

Alternative formats are available upon request.